



Total Compensation Survey for Police Officer as of October 1, 2014

Glendale
Mesa
Phoenix
Scottsdale
Tempe

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BASE COMPENSATION - POLICE OFFICER (2014)		
City	Position Type	Description
Glendale	Police Officers	<ul style="list-style-type: none"> FTE = 308 Minimum = \$52,492 Midpoint = \$63,177 Maximum = \$73,861 Actual Average = \$66,337
Mesa	Police Officers	<ul style="list-style-type: none"> FTE = 625 Minimum = \$54,122 Midpoint = \$65,348 Maximum = \$76,502 Actual Average = 72,331
Phoenix	Police Officers	<ul style="list-style-type: none"> FTE = 2359 Minimum = \$46,238 Midpoint = \$59,332 Maximum = \$72,426 Actual Average = \$72,148
Scottsdale	Police Officers	<ul style="list-style-type: none"> FTE = 328 Minimum = \$54,932.80 Midpoint = \$67,299.00 Maximum = \$79,664.00 Actual Average = \$67,989
Tempe	Police Officers	<ul style="list-style-type: none"> FTE = 277 Minimum = \$56,742 Midpoint = \$66,718 Maximum = \$76,694 Actual Average = \$68,726
Tucson	Police Officers	<ul style="list-style-type: none"> FTE = 245 Minimum = \$45,968.00 Midpoint = \$54,350.40 Maximum = \$62,733.80 Actual Average = \$49,709.00
Tucson	Police Officers On Assignment	<ul style="list-style-type: none"> FTE = 371 Minimum = \$48,297.60 Midpoint = \$57,075.20 Maximum = \$65,852.80 Actual Average = \$58,096.00

ASSIGNMENTS & ASSIGNMENT PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • Tier I (7 types) - \$210/month • Tier II (6 types) - \$175/month • 111 of 308 (36%) receive 1 of these specialty pays
Mesa	Police Officers	<ul style="list-style-type: none"> • 5% above base salary • 5 assignments (FTO, LPO, Internal Affairs & Adjutant in Chief's Office) are entitled to this pay. • 10 of 625 (1.6%) receive this pay.
Phoenix	Police Officers	<ul style="list-style-type: none"> • Percent varies depending on step placement of the officer prior to assignment. • Pilot (7 incumb): Upon assignment go to Step 10 \$75,150 • Rescue Pilot (7): Upon assignment go to Step 11 \$77,958 • Flight Instructor (5): Upon assignment go to Step 12 \$80,870 • Chief Pilot (2): Upon assignment go to Step 13 \$83,845 • Canine Unit Training Officers, Field Training Officers, and officers assigned to train traffic/DUI enforcement • 5% of regular rate of pay. • 795 of 2338 (34%) receive this pay.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • 5% above base salary • 1 assignment (FTO) is entitled to this pay • 35 out of 328 (10.7%) receive this pay
Tempe	Police Officers	<ul style="list-style-type: none"> • 3% - 7% above base salary • 22 types of assignments are entitled to this pay • 153 of 265 (57.7%) receive this pay
Tucson	Police Officers	<ul style="list-style-type: none"> • 5% above base salary • 26 types of assignments are entitled to this pay • 371 out of 616 (60.2%) receive this pay

BILINGUAL PAY/SECOND LANGUAGE PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • \$2,100 per year • The total number of employee receiving this pay shall not exceed 50 employees. If the City determines the officer's bilingual skills are no longer needed this supplement will be terminated and made available to an officer in a position with a greater need for bilingual skills. • 13 receive this pay.
Mesa	Police Officers	<ul style="list-style-type: none"> • \$1,300 per year – basic • \$2,600 per year – intermediate
Phoenix	Police Officers	<ul style="list-style-type: none"> • Bilingual pay – none. • Interpretation and Translation Pay: \$10 per hour calculated to the nearest ¼ hour in addition to base hourly rate performing this work. 351 receive this pay. • Court Interpretation and Translation Pay: \$4 per half-day when exceeds 15-minute minimum, for sustained word-for-word oral and written assignments.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • \$1,200 per year • 25 receive this pay
Tempe	Police Officers	<ul style="list-style-type: none"> • 3% added to base salary • 25 receive this pay
Tucson	Police Officers	<ul style="list-style-type: none"> • \$780 per year • 14 Police Officers and Police Officers On Assignment receive this pay. • \$2,210 per year – must complete certified program through PCC in Spanish or American Sign Language • 41 Police Officers and Police Officers on Assignment receive this pay.

BONUS/INCENTIVE PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • None
Mesa	Police Officers	<ul style="list-style-type: none"> • Individual, Team and Committee Performance Awards- given for exceptional performance; an employee may receive no more than 1 individual and 1 team award during a 12-month period. This award will be for a specified amount and paid in a lump sum separate from biweekly wages. The amount of the award shall be from \$100 net up to \$500 net. Standing committees shall only be eligible for a team award if the exceptional performance is beyond the designed scope of the committee as directed/approved by the City Manager/Deputy City Manager. Awards shall not exceed \$250 net per member and shall be approved by the City Manager/Deputy City Manager. Employees must be employed with the City for at least 1 year and have received a rating of 'Successful Performance' on their most recent performance appraisal to be eligible for an award.
Phoenix	Police Officers	<ul style="list-style-type: none"> • None
Scottsdale	Police Officers	<ul style="list-style-type: none"> • The maximum amount an employee can receive for Superior Performance Awards in a fiscal year is \$500 gross. This is for performance that goes above and beyond expectations as well saving resources and improving effectiveness. • This program is currently not funded.
Tempe	Police Officers	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • None

CALL OUT PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Minimum 2 hours paid 1.5 x regular rate provided the officer has worked over 40 hours.
Mesa	Police Officers	<ul style="list-style-type: none"> Call back pay is for non-exempt employees, receive 1.5 of hourly rate for a min. of 1 hr if on a regularly scheduled workday, or 2hrs if not on a scheduled workday. Paid for a ½ hr travel time.
Phoenix	Police Officers	<ul style="list-style-type: none"> Minimum 3 hours paid at 1.5 x regular rate calculated to the nearest ¼ hour.
Scottsdale	Police Officers	<ul style="list-style-type: none"> Employees called out for emergency work will be paid at the rate of 1.5 x regular rate of pay for the emergency work. A minimum of 2 hours emergency call-out pay, including travel time, is guaranteed for each emergency call-out.
Tempe	Police Officers	<ul style="list-style-type: none"> Minimum of 3 hours paid at 1.5 x regular rate. (Including 30 minutes of travel time each way)
Tucson	Police Officers	<ul style="list-style-type: none"> Minimum 3 hours paid at 1.5 x regular rate.

CAREER ENHANCEMENT PROGRAM (CEP) Incentive pay for attaining certain levels of experience, education and maintaining physical fitness based on point system.		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • One-time Annual payment • \$400 – Associate's degree • \$800 – Bachelor's degree • \$1,200 – Master's degree
Mesa	Police Officers	<ul style="list-style-type: none"> • None
Phoenix	Police Officers	<ul style="list-style-type: none"> • Level 1: \$1,903.20 per year • Level 2: \$3,806.40 per year • Level 3: \$5,709.60 per year • Level 4: \$7,612.80 per year
Scottsdale	Police Officers	<ul style="list-style-type: none"> • None
Tempe	Police Officers	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • Based on point system measuring educational attainment, participation in special assignments and physical fitness levels. • Level 1: (\$300 per year) • Level 2: (\$500 per year) • Level 3: (\$700 per year) • 13 of 245 Police Officers received this pay. • 83 of 371 Police Officers on Assignment received this pay.

COMPENSATORY TIME OFF		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 360 hours.
Mesa	Police Officers	<ul style="list-style-type: none"> Accrued at the same rate as overtime: 1.5 hours of comp time granted for each hour of overtime worked. FT employees may accumulate a maximum of 100 hours of comp time, after which all subsequent overtime is paid at the overtime rate. There is no time limit to use comp time, and it would be paid (cashed out) only due to separation of employment, retirement or removal of non-exempt status.
Phoenix	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 200 hours.
Scottsdale	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 80 hours. If the bank exceeds 80 hours the entire bank will be paid out.
Tempe	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 240 hours.
Tucson	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 200 hours.

COURT STAND-BY PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Unrestricted Court Stand-by Pay - \$2.00 per hour for each hour on standby. Restricted Court Stand-by Pay - Base rate of pay for each hour on stand-by.
Mesa	Police Officers	<ul style="list-style-type: none"> 2 hours at 1.5 x regular rate if day off 1 hour at 1.5 x regular rate if on work day and not during work hours
Phoenix	Police Officers	<ul style="list-style-type: none"> 2 hours at 1.5 x base hourly rate if before 1200 hours 2 hours at 1.5 x base hourly rate if after 1200 hours Additional hour at 1.5 x base hourly rate if required to remain after 1200 hours.
Scottsdale	Police Officers	<ul style="list-style-type: none"> If waiting to be called by the court, officers receive on call pay at regular rate. Once they respond, it turns in to overtime. They get one or the other.
Tempe	Police Officers	<ul style="list-style-type: none"> Minimum of 3 hours at 1.5 x regular rate
Tucson	Police Officers	<ul style="list-style-type: none"> Minimum of 3 hours at 1.5 x regular rate

DEATH BENEFIT		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> 1 x Annual Salary + \$1,000; 2x annual base pay + \$1,000 for Accidental Death & Dismemberment.
Mesa	Police Officers	<ul style="list-style-type: none"> 1x pay rounded up to the nearest \$1000; if accidental (on or off duty) 2x pay rounded up to the nearest \$1000.
Phoenix	Police Officers	<ul style="list-style-type: none"> City pays for \$15,000 basic life, \$15,000 accidental death, and \$100,000 for in the line of duty death. \$200,000 Commuter Life Insurance.
Scottsdale	Police Officers	<ul style="list-style-type: none"> 1x annual salary and if officer was eligible for retirement and had over 300 hours of sick time it can be converted to pay for retiree Health Care for spouse/dependents.
Tempe	Police Officers	<ul style="list-style-type: none"> 1x annual base pay life insurance + \$50,000; 1x annual base pay for Accidental Death & Dismemberment.
Tucson	Police Officers	<ul style="list-style-type: none"> An officer killed in the line of duty receives \$25,000.

DEFERRED COMPENSATION PLAN		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Each represented employee will receive biweekly payments of \$100 which shall be deposited into a deferred compensation account.
Mesa	Police Officers	<ul style="list-style-type: none"> Mesa contributes one half of one percent of employee's base pay – to participate an employee must contribute at least \$10 per paycheck
Phoenix	Police Officers	<p><u>Deferred Compensation Plan – 457</u></p> <ul style="list-style-type: none"> Program provides employees with voluntary investment options designed to supplement income at retirement. Employees may choose to defer 100% of includable income for 457 deferrals or \$17,500 (whichever is less) during calendar year 2014. <p><u>Defined Contribution Plan – 401(a)</u></p> <ul style="list-style-type: none"> Program provides employees with additional option for tax-deferred retirement savings. Eligible employees may make personal contributions to the City 401(a) Plan by electing to defer a designated percentage of their salary to the Plan. For active employees the 2010 annual maximum is \$49,000. City contributes to 401(a) on employee's behalf an amount equal to 0.1% from 0.37% of employee's gross pay.
Scottsdale	Police Officers	<ul style="list-style-type: none"> No Employer Matching Contribution.
Tempe	Police Officers	<ul style="list-style-type: none"> Employees receive matching contributions from the City on the 401(k) plan only: Less than 7 years service: Up to \$10 per pay period After 7 years service (but less than 15 years): Up to \$20 per pay period After 15 years service: Up to \$30 per pay period Police TOA Employees: Unit members can participate either in the Citywide plan or the Firefighters Unit plan. No increase in the contribution based on years of service
Tucson	Police Officer	<ul style="list-style-type: none"> No Employer Matching Contribution.

EQUIPMENT		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • \$1000 every five (5) years for a protective vest. • \$1200 every year for safety equipment
Mesa	Police Officers	<ul style="list-style-type: none"> • City will reimburse up to \$950 for a ballistic vest
Phoenix	Police Officers	<ul style="list-style-type: none"> • Department will replace items that have become unserviceable due to wear or damage in the course and scope of official duties. • City will reimburse up to \$800 for a ballistic vest
Scottsdale	Police Officers	<ul style="list-style-type: none"> • No Additional Information Provided.
Tempe	Police Officers	<ul style="list-style-type: none"> • \$1,100/year for personal body armor. In addition, any amount up to \$250 spent over the \$1,100 can be reimbursed out of the officer's uniform account.
Tucson	Police Officers	<ul style="list-style-type: none"> • Annual Equipment Allowance = \$640

HOURS OF WORK AND OVERTIME		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • Four 10 hour shifts per work week • OT is daily (anything over regular shift) in addition to those over 40 hours per week • All duly authorized leaves are included in overtime calculation
Mesa	Police Officers	<ul style="list-style-type: none"> • 10-hour, 4-day work week schedule or 8-hour, 5-day work week schedule. 1 30-minute meal break per shift and 1 separate rest period of 15-minutes for each 4-hour period during the work day, counted as time worked.
Phoenix	Police Officers	<ul style="list-style-type: none"> • 5 (4) consecutive shifts of 8 (10) hours in a 7 calendar day work week. • 8 (10) hours shall be consecutive and include briefing time and include a 30 minute meal period and one 15 minute rest period. • OT is time assigned and worked beyond the regularly scheduled 40 hour work week or 8 (10) hour work shift. Compensated at 1.5 times the regular rate of pay after the first 7 minutes, calculated to the nearest ¼ hour.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • Four 10 hour shift per work week. • 30 minute lunch break per shift. • OT is work in excess of 40 hours in week. • Vacation, medical, other leaves are not included in overtime calculation. • Holiday Worked is included in overtime calculation if worked on a legal (actual) holiday • Shift differential rate of pay is based on average regular hourly rate which factors in shift differential
Tempe	Police Officers	<ul style="list-style-type: none"> • Four 10 hour shifts per work week. • 30 minute paid lunch break per shift. • OT is work in excess of 10 hour shift • Vacation, sick, and holiday are included in overtime calculation. • Shift differential is not paid on OT
Tucson	Police Officers	<ul style="list-style-type: none"> • Four 10 hour shifts per work week. • Overtime is work in excess of 10 hour shift. • All paid leave is included in overtime calculation.

PENSION PLAN CONTRIBUTION – FISCAL YEAR July 1, 2014 – June 30, 2015 Public Safety Personnel Retirement System (PSPRS)		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 30.67% • Employee Rate FY15: 11.05% • Total Contribution FY15: 41.72%
Mesa	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 33.07% • Employee Rate FY15: 11.05% • Total Contribution FY15: 44.12%
Phoenix	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 37.62% • Employee Rate FY15: 11.05% • Total Contribution FY15: 48.67%
Scottsdale	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 28.38% • Employee Rate FY15: 11.05% • Total Contribution FY15: 39.43%
Tempe	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 35.12% • Employee Rate FY15: 11.05% • Total Contribution FY15: 46.17%
Tucson	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 48.59% • Employee Rate FY15: 11.05% • Total Contribution FY15: 59.64%

PROMOTIONAL PAY INCREASES		
City	Position	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> 5% increase in the base rate of pay or minimum of the new range, whichever is greater.
Mesa	Police Officers	<ul style="list-style-type: none"> Shall receive a salary that is the minimum of new range or 5% higher than the salary received at the former range.
Phoenix	Police Officers	<ul style="list-style-type: none"> An officer shall receive a rate of pay at least one step higher, unless a greater increase is necessary to achieve the first step of the new grade. (<i>This rule does not apply to Police recruits.</i>) Employees receiving longevity pay shall be moved to the step of the new grade that corresponds closest to their combined base pay and longevity amount. (<i>This rule does not apply to Police recruits.</i>) Employees scheduled to receive a merit increase within 180 calendar days of the effective date of a promotion shall be entitled to receive both the promotional step increase and the merit step increase. Promoted employees shall receive one additional step increase above the normal promotional increase if they will regularly supervise a higher-paid subordinate.
Scottsdale	Police Officers	<ul style="list-style-type: none"> 5% above the maximum salary of the next lower rank.
Tempe	Police Officers	<ul style="list-style-type: none"> 10% increase in the base rate of pay or minimum of the new range, whichever is greater
Tucson	Police Officers	<ul style="list-style-type: none"> 5% increase in the base rate of pay or minimum of the new range, whichever is greater.

REFERRAL PAY FOR POLICE RECRUITS		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • None. Benefit Suspended.
Mesa	Police Officers	<ul style="list-style-type: none"> • \$250 for referral of recruit or lateral upon hiring • \$250 for referral of recruit or lateral upon completion of FTO program
Phoenix	Police Officers	<ul style="list-style-type: none"> • None
Scottsdale	Police Officers	<ul style="list-style-type: none"> • None
Tempe	Police Officers	<ul style="list-style-type: none"> • None. Benefit Suspended.
Tucson	Police Officers	<ul style="list-style-type: none"> • \$200 per referral that successfully completes the Police Academy

RETENTION PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • 180+ months \$1000 semi annual • 108-179 months \$800 semi annual • 96- 107 months \$700 semi annual • 84-95 months \$600 semi annual • 72-83 months \$500 semi annual • 60-71 months \$400 semi annual • 48-59 months \$300 semi annual • 36-47 months \$200 semi annual
Mesa	Police Officers	<ul style="list-style-type: none"> • Hired prior to July 1, 1988 with 5 years of continuous service gets 2.5% of base pay. • At the 6 year 2.5 percentage increases by .5% for each year thereafter up to the max of 10%. • Hired after July 1, '88 At the 6 year 2.5 percentage increases by .5% for each year thereafter up to max of 5% • Employees hired after July 1, 1992 are not eligible for stability pay.
Phoenix	Police Officers	<ul style="list-style-type: none"> • To qualify, officer must have seven years continuous service and one year at top step, and job performance must meet job requirements. • \$80 for each year of service in excess of six years up to the 19th year. Semi-annual maximum is \$1,040; annual maximum is \$2,080. Pro-rated and paid biweekly in regular paycheck. • For employees at 20 years of service up to the 22nd year, \$125 for each year over six years. Semi-annual maximum is \$2,000; annual maximum is \$4,000. Pro-rated and paid biweekly in regular paycheck.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • None
Tempe	Police Officers	<ul style="list-style-type: none"> • 5 – 9 years = .5% base pay • 10 – 14 years = 1% base pay • 15 – 19 years = 1.5% base pay • 20 – 24 years = 2% base pay • 25+ years = 2.5% base pay • The total amount is distributed in one payment made in August. • Service is based on total PSPRS accredited service. • Officers hired on or after 7/1/2014 will not be entitled to this pay in the future and the program will be eliminated over time.
Tucson	Police Officers	<ul style="list-style-type: none"> • None

SHIFT DIFFERENTIAL		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • \$0.50 per hour – Second Shift • \$0.60 per hour – Third Shift
Mesa	Police Officers	<ul style="list-style-type: none"> • An eligible shift is a shift of eight (8) or more hours, which starts on or after 10:00 a.m. • Eligible employees who start work on or after 10:00 a.m. will receive shift differential premium for all work performed from 3:30 p.m. to 8:00 a.m.
Phoenix	Police Officers	<ul style="list-style-type: none"> • \$0.60 per hour for shifts (or any portion of a shift) ending at or after 10:00 p.m., plus \$0.25 per hour for weekend hours between Friday 2:00 p.m. and Sunday 11:59 p.m.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • \$0.55 per hour – MID (shift includes work between 10:00 a.m. to 8:30 p.m.) • \$0.60 per hour – PM (shift includes work between 4:00 p.m. to 3:00 a.m.) • \$0.65 per hour – AM (shift includes work between 8:00 p.m. to 7:30 a.m.)
Tempe	Police Officers	<ul style="list-style-type: none"> • \$0.80 per hour – A.M. Shift (shift includes work between 12:01 a.m. and 4:00 a.m.) • \$0.65 per hour – P.M. Shift (shift ending between 10:00 p.m. and 12:00 a.m.)
Tucson	Police Officers	<ul style="list-style-type: none"> • \$1.00 per hour – 6pm to 6am

SICK LEAVE PAYOUT AT RETIREMENT		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Represented Employees who retire with ten (10) or more years of continuous City service shall have 100% of accumulated sick leave (paid at 50% of the employee's average hourly wage over the last 36 months of employment) deposited into a Retirement Health Savings (RHS) account at the time of retirement. Sworn Police department employees who are members of the Fraternal Order of Police shall have contributions deducted from their compensation each paycheck deposited into a RHS account starting with the month they reach these service requirements at the amounts indicated: <ul style="list-style-type: none"> 1-7 years of service = none 8-15 years = 1% of base pay 16+ years = 2% of base pay At retirement, these employees will have 100% of all their accumulated sick leave paid into the RHS account at 50% of the employee's average hourly wage over for the last 36 months of employment.
Mesa	Police Officers	<ul style="list-style-type: none"> Payment rate upon an employee's retirement or death is 50% on all accrued medical leave. (Maximum accrual is 1040 hours.)
Phoenix	Police Officers	<ul style="list-style-type: none"> 35% of base wage over 450 hours if 900-hour trigger is met, or 60% of base wage over 386 hours if 1,286-hour trigger is met, or 60% of base wage for all hours if 1,714-hour trigger is met.
Scottsdale	Police Officers	<ul style="list-style-type: none"> As of July 1, 2011, an employee who retires with three hundred (300) or more hours of unused medical leave receives the value of unused medical leave as follows: <ul style="list-style-type: none"> a. The employee will receive the value of all unused medical leave accrued before July 1, 2011 at one hundred (100) percent of employee's hourly base rate at the time of retirement, and b. If an employee has not accrued twelve hundred (1,200) hours of medical leave before July 1, 2011, the employee will receive the value of unused medical leave accrued after July 1, 2011 at fifty (50) percent of employee's hourly base rate at the time of retirement, up to and including twelve hundred (1,200) hours accrued both before and after July 1, 2011.
Tempe	Police Officers	<ul style="list-style-type: none"> Payment upon an employee's retirement is 50% on all accrued medical leave and may choose either payout or converted vacation leave.
Tucson	Police Officers	<ul style="list-style-type: none"> If the total is less than 288 hours: Paid out at 50%. If the total is over 288 hours: 288 of the hours are paid out at 100%, the remainder is paid out at 50%.

SICK LEAVE SELL BACK		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> During April and October of each year, employees may elect to cash in a portion of their sick leave balance. The amount available is calculated by subtracting the number of sick leave hours used (if any) by the employee during the 12 month period preceding the cash in month from the total amount of sick leave hours accrued by the employee during that same period. The employee's remaining sick leave balance (after deducting the number of hours eligible to cash in) must be no less than the maximum number of hours the employee is eligible to accrue over a twelve (12) month period. The employee will be paid 1/3 of his/her average hourly wage for last thirty six (36) months for each hour of accrued leave he/she requests to cash in. Benefit is available to all employees.
Mesa	Police Officers	<ul style="list-style-type: none"> Any sick leave accrued in excess of 1040 hours shall be automatically converted to vacation leave on the basis of one (1) hour of vacation leave for every one (1) hour of excess leave accrued.
Phoenix	Police Officers	<ul style="list-style-type: none"> If member has accrued 1,286 or more hours of sick leave, they may elect to have 150 hours of sick leave paid out at the member's hourly rate in one lump sum. Member may only elect this benefit 3 times in their career and not more than one time in a fiscal year. Payment not considered in final average salary for pension calculation.
Scottsdale	Police Officers	<ul style="list-style-type: none"> None
Tempe	Police Officers	<ul style="list-style-type: none"> In October of each year, officers can elect to cash out sick leave in excess of 480 hours at 25%, to be paid in December of the following year. Cash payment is made for "excess" medical leave that was accrued in that year only. Hourly wages are as of the pay period ending closest to November 1 of the year in which the payment is being made. Taxes are applicable at the time the payment is made.
Tucson	Police Officers	<ul style="list-style-type: none"> If 15yrs of service & 480 hrs on record, 104 hrs may be sold. If 17yrs of service & 544 hrs on record, 156 hrs may be sold. If 20yrs of service & 600 hrs on record, 208 hrs may be sold.

STAND-BY PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> \$2 hour up to regular hourly rate
Mesa	Police Officers	<ul style="list-style-type: none"> None
Phoenix	Police Officers	<ul style="list-style-type: none"> \$40 on workday \$60 on non-workday Standby for court 2 hours at 1 ½ x base. Additional hour at 1 ½ x base if required to remain after 200 hrs.
Scottsdale	Police Officers	<ul style="list-style-type: none"> Officers will be paid for 2 hours at the regular rate of pay for each calendar day of on stand-by duty. Normal stand-by duty is for a seven day period.
Tempe	Police Officers	<ul style="list-style-type: none"> \$3.20 per hour
Tucson	Police Officers	<ul style="list-style-type: none"> None

TEMPORARY DETAIL PAY		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> 5% assignment pay for temporarily assuming duties of a higher classification for a minimum of 30 days and generally limited to 90 days 10% assignment pay for temporarily assuming duties of an executive-level position for a minimum of 30 days and generally limited to 90 days
Mesa	Police Officers	<ul style="list-style-type: none"> An employee assigned to a higher range for one (1) pay period but less than two (2) pay periods may receive a salary at the higher pay range if recommended by the Police Chief An employee assigned to a higher range for two (2) or more pay periods shall receive a salary in the higher pay range, beginning with the first day of the assignment 5% of their base salary common while in position
Phoenix	Police Officers	<ul style="list-style-type: none"> Employees that qualify for "Out-Of-Rank" Pay shall be compensated at the minimum rate established for the higher rank. In the event of overlapping salary ranges, one step differential shall be paid for out-of-rank assignments. Qualifying period of 10 shifts in 12 months.
Scottsdale	Police Officers	<ul style="list-style-type: none"> Minimum of 5% above their regular salary or minimum of the pay range for the vacant, higher level classification, whichever is greater
Tempe	Police Officers	<ul style="list-style-type: none"> Minimum of 5% above their regular salary for the duration of the Temporary Detail and is limited to six (6) months (an extension may be requested in writing to the HR Manager) The department director may authorize the placement of the employee at the minimum of the salary range for the higher classification based upon the scope and degree of the duties performed and the duration of the assignment.
Tucson	Police Officers	<ul style="list-style-type: none"> An increase up to 5% not to exceed the maximum of the pay range. Must work two (2) weeks of consecutive work in the higher classification & not exceed 90 calendar days. Accrued paid leave (Sick & Vacation) used while in the higher classification will be paid at the out-of-class pay rate provided the employee worked at least for 40 hours during pay period.

TUITION REIMBURSEMENT		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • Program Suspended
Mesa	Police Officers	<ul style="list-style-type: none"> • \$8,124 per calendar year for full-time employees; benefited part-time employees is one-half this rate at \$4,069...subject to Dept. approval.
Phoenix	Police Officers	<ul style="list-style-type: none"> • Maximum payment shall be equal to full-time Arizona tuition charged at Arizona State University for two semesters. • Fiscal year 2014 - 2016 fund maximum is \$6,500. • Full-time employees who are eligible for tuition reimbursement are eligible for reimbursement of up to \$175 of the total tuition fund for textbooks and lab fees associated with classes submitted for reimbursement. • May use up to \$500 of the tuition fund for job-related seminars, workshops, and professional memberships.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • Receive up to 50% of their tuition costs up to the City Council approved fiscal year reimbursement maximum. • Current FY 2014/15 is \$2,000 maximum.
Tempe	Police Officers	<ul style="list-style-type: none"> • \$5,000 per calendar year. • In addition to tuition, required books, reimbursable supplies, and related fees may be reimbursed.
Tucson	Police Officers	<ul style="list-style-type: none"> • \$125 per credit hour at University of Arizona • Full cost (\$65.50 per unit) at Pima Community College • Fund maximum is \$1,500 or 30 credit/unit hours per fiscal year whichever comes first.

UNIFORMS		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Annual Uniform Maintenance Allowance = \$1,200
Mesa	Police Officers	<ul style="list-style-type: none"> Annual Uniform Maintenance Allowance = \$990
Phoenix	Police Officers	<ul style="list-style-type: none"> Department furnishes Uniform Belt, Handcuff Case, Holster, Helmet, Cartridge Case, Service Weapon, Mace Holder, Mace Canister, Pair of Handcuffs and Key, Uniform Breast Badge, Flat Badge with Case, pair of puncture resistant gloves. Spit masks are provided on a continuous basis. Department replaces items that are unserviceable due to wear or damage in the course and scope of official duties. Members receive \$500 per annum for FY14 – FY16 uniform allowance on or before August 1 of each FY.
Scottsdale	Police Officers	<ul style="list-style-type: none"> None
Tempe	Police Officers	<ul style="list-style-type: none"> Unit Members are allocated \$1,000.00 per calendar year for uniform reimbursement Unit Members assigned to the Criminal Investigations Bureau or Professional Services Bureau will receive the \$1,000.00 uniform reimbursement allowance as a lump sum payment. Unit Members assigned to the Criminal Investigations Bureau or Professional Services Bureau, who are required to wear “professional attire,” as defined by Department policy, will receive an additional clothing allowance of \$450.00 per year as a lump sum payment. The annual clothing allowance will be made in a lump sum payment on or before August 1st of each MOU year.
Tucson	Police Officers	<ul style="list-style-type: none"> Annual Uniform Maintenance Allowance = \$420

VACATION LEAVE SELL BACK		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> All vacation time which would normally accrue after having attained accrual limit rolls over into represented member's paycheck as normal hours worked.
Mesa	Police Officers	<ul style="list-style-type: none"> Max accumulation is 240 hours per calendar year. If the required 80 hours are taken as of Dec 31 any hours over 240 are paid out to employee in January at current wage.
Phoenix	Police Officers	<ul style="list-style-type: none"> None
Scottsdale	Police Officers	<ul style="list-style-type: none"> None
Tempe	Police Officers	<ul style="list-style-type: none"> The first pay date paid in January of each year, employees shall cash out up to 1 week (40 hours of accrued vacation if the following requirements are met: After cashing out 1 week (40 hours) of vacation, the employee retains 450 hours as of the last pay date paid in December; and The employee has used a minimum of 3 weeks (120 hours) of vacation during the previous 12 months. Vacation usage must occur between the first pay date paid and the last pay date paid in the current year.
Tucson	Police Officers	<ul style="list-style-type: none"> None

BEREAVEMENT LEAVE This is paid leave not deducted from vacation or sick leave		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> 40 hours of bereavement leave for “Immediate” family member: Father (step, in-law); Mother (step, in-law); Spouse (domestic partner); Child (step); Brother (step, in-law); Sister (step, in-law); Member of the immediate household (defined as someone, other than a boarder, living in your home); Partner in an espoused relationship (as defined in HR Policy #202 -Nepotism); Spouse, parent (or a person standing in place of a parent), parent-in-law, sibling or child.
Mesa	Police Officers	<ul style="list-style-type: none"> An absence up to fifty (50) work hours. Forty (40) work hours will be paid as bereavement leave time; however, the additional ten (10) hours, if taken, will be charged to any paid or unpaid time off category at the employee’s discretion. Covers immediate family members which are defined as Unit Member’s spouse, child, stepchild, mother, father, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepparent, stepparent-in-law, grandparent, grandchild, aunt, uncle, and former legal guardian, or a minor child or an adult for whom the Unit Member is a legal guardian.
Phoenix	Police Officers	<ul style="list-style-type: none"> Up to 3 days for death of <i>immediate family member</i> with <i>additional time</i> for air travel if burial is out-of-state.
Scottsdale	Police Officers	<ul style="list-style-type: none"> 3 workdays and may use an additional 2 days of medical leave, if necessary
Tempe	Police Officers	<ul style="list-style-type: none"> Up to 5 workdays of leave. (based on the employee’s normal work schedule)
Tucson	Police Officers	<ul style="list-style-type: none"> Up to 40 hours of Bereavement Leave Per Covered Person below. Covers: a spouse, domestic partner, mother, father, mother-in-law, father-in-law, stepparent, child, adopted child(ren), stepchild, or child(ren) of a domestic partner, parent surrogate, brother, sister, grandparents & grandchildren. With approval of the Chief/designee, three (3) working days of bereavement leave may be allowed for grandparents-in-law or, other household member.

HOLIDAY LEAVE		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • 12 holidays total: • New Year's, Martin Luther King, Presidents, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, Day After Thanksgiving, Christmas Eve (4 hours), Christmas, and Holiday Special (4 hours); Cesar Chavez is an unpaid holiday
Mesa	Police Officers	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving, & Christmas
Phoenix	Police Officers	<ul style="list-style-type: none"> • 11 holidays total: • New Year's, Martin Luther King Jr., Presidents, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving, and Christmas
Scottsdale	Police Officers	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, Presidents, Memorial, Independence, Labor, Thanksgiving, Day After Thanksgiving, Christmas, & Floating Holiday
Tempe	Police Officers	<ul style="list-style-type: none"> • 11 holidays total: • New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving, & Christmas
Tucson	Police Officers	<ul style="list-style-type: none"> • 11 holidays total: • New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, & Birthday Holiday

MILITARY LEAVE Follows Uniformed Services Guidelines for Active Duty		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> Normal work time spent on duty will be compensated at employee's full rate of base pay. This rate shall be calculated by using their base military rate of pay. If the employee's base military pay is less than that of their base pay, the City will make up the difference to "make whole" the impacted employee's salary to minimize any financial hardship the employee may endure during deployment. The maximum number of hours that the employee can use for military leave is 320 hours per fiscal year. Any hours not utilized within the fiscal year shall be forfeited and not carried over to the following fiscal year.
Mesa	Police Officers	<ul style="list-style-type: none"> An employee who is required to attend annual Active Duty Reserve Training shall be granted military leave with pay for a period not to exceed thirty (30), eight (8) hour days in any two (2) consecutive years. For calculation purposes, the year will begin October 1, pursuant to Arizona Revised Statutes (ARS).
Phoenix	Police Officers	<ul style="list-style-type: none"> 30 paid days (240 hours) in any two consecutive years. For National Guard and Military Reserve, only workdays are counted.
Scottsdale	Police Officers	<ul style="list-style-type: none"> 30 paid days in any two consecutive years. If City salary is less than military base salary and allowances, city will supplement the difference.
Tempe	Police Officers	<ul style="list-style-type: none"> 30 paid days in any two consecutive years. If City salary is less than military base salary and allowances, city will supplement the difference.
Tucson	Police Officers	<ul style="list-style-type: none"> 30 paid days in any two consecutive fiscal years. If City base salary is less than military base salary and allowances, city will supplement the difference per Mayor & Council ordinance for the duration of the deployment.

PERSONAL LEAVE		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> None
Mesa	Police Officers	<ul style="list-style-type: none"> 16 hours – does not carry over to the new fiscal year and must be used by end of Fiscal Year (June 30)
Phoenix	Police Officers	<ul style="list-style-type: none"> 2.5 days of personal leave annually. New employees must wait six months to take personal leave.
Scottsdale	Police Officers	<ul style="list-style-type: none"> None
Tempe	Police Officers	<ul style="list-style-type: none"> 1 day of personal leave per calendar year (can be taken as leave, converted to vacation leave or received as 10 hours of pay).
Tucson	Police Officers	<ul style="list-style-type: none"> Employees may earn up to 3 personal leave days per year and bank up to 3 personal leave days. One day is accrued every 4 months period in which an employee does not use sick leave or leave without pay. Unused days are forfeited at separation

SICK/MEDICAL LEAVE ACCRUAL		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • 114 hours per year / unlimited accumulation
Mesa	Police Officers	<ul style="list-style-type: none"> • Three point five (3.5) hours per pay period times twenty-six (26) pay periods totaling ninety-one (91) hours. An additional five (5) hours will be granted on January 1 of each year for a total of ninety-six (96) hours per calendar year. Max accumulation is 1040 hours.
Phoenix	Police Officers	<ul style="list-style-type: none"> • 120 hours per year / unlimited accumulation
Scottsdale	Police Officers	<ul style="list-style-type: none"> • 96 hours per year / unlimited accumulation
Tempe	Police Officers	<ul style="list-style-type: none"> • 96 hours per year / unlimited accumulation • After 480 hours have been accrued, the member may make an irrevocable election (in October) to have access leave either banked or paid out
Tucson	Police Officers	<ul style="list-style-type: none"> • 104 hours per year = 0 – 10 years of employment • 120 hours per year = >10 – 15 years of employment • 160 hours per year = >15 years of employment • Unlimited accumulation

VACATION LEAVE ACCRUAL		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • 114 hours per year - first 5 years of employment • 135.6 hours per year - >5 – 10 years of employment • 198 hours per year over 10 years of employment
Mesa	Police Officers	<ul style="list-style-type: none"> • Fewer than 2 years of service: Three point five (3.5) hours per pay period times twenty-six (26) pay periods totaling ninety-one (91) hours. An additional five (5) hours will be granted on January 1 of each year for a total of ninety-six (96) hours per calendar year. • Two years of service or more: Five point five (5.5) hours per pay period times twenty-six (26) pay periods totaling one hundred forty-three (143) hours. An additional one (1) hour will be granted on January 1 of each year for a total of one hundred forty-four (144) hours per calendar year.
Phoenix	Police Officers	<ul style="list-style-type: none"> • 96 hours per year - first 5 years of employment • 120 hours per year - >5 to 10 years of employment • 132 hours per year - >10 to 15 years of employment • 156 hours per year - >15 to 20 years of employment • 180 hours per year after 20 years of employment
Scottsdale	Police Officers	<ul style="list-style-type: none"> • 80.4 hours per year – 1 year of employment • 88.8 hours per year – 2 years of employment • 104.4 hours per year - 3 years of employment • 112.8 hours per year – 4 years of employment • 120 hours per year – 5 years of employment • 128.8 hours per year – 6 years of employment • 136.8 hours per year – 7 years of employment • 144 hours per year – 8 years of employment • 152.4 hours per year – 9 years of employment • 160.8 hours per year – 10 years + of employment
Tempe	Police Officers	<ul style="list-style-type: none"> • 112 hours per year - first 5 years of PSPRS service time • 136 hours per year - 6 to 9 years of PSPRS service time • 160 hours per year - 10 to 14 years of PSPRS service time • 200 hours per year -15 to 19 years of PSPRS service time • 216 hours per year after 20 years of PSPRS service time
Tucson	Police Officers	<ul style="list-style-type: none"> • 104 hours per year - first 5 years of employment • 120 hours per year - >5 to 10 years of employment • 156 hours per year - >10 to 15 years of employment • 182 hours per year - >15 to 20 years of employment • 208 hours per year after 20 years of employment

VACATION LEAVE MAXIMUM ACCURAL		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> 400 hours
Mesa	Police Officers	<ul style="list-style-type: none"> 240 hours
Phoenix	Police Officers	<ul style="list-style-type: none"> 5 years of employment = max carryover of 240 hours 6 years of employment = max carryover of 256.8 hours 7 years of employment = max carryover of 273.6 hours 8 years of employment = maxi carryover of 288 hours 9 years of employment = max carryover of 308.8 hours 10 years of employment = max carryover of 321.6 hours 15+ years of employment = max carryover of 402 hours
Scottsdale	Police Officers	<ul style="list-style-type: none"> 1 years of employment = max carryover of 177.6 hours 2 years of employment = max carryover of 192.0 hours 3 years of employment = max carryover of 208.8 hours 4 years of employment = maxi carryover of 225.6 hours 5 years of employment = max carryover of 240.0 hours 6 years of employment = max carryover of 256.8 hours 7 years of employment = max carryover of 273.6 hours 8 years of employment = max carryover of 288.0 hours 9 years of employment = max carryover of 304.8 hours 10+ years of employment = max carryover of 321.6 hours
Tempe	Police Officers	<ul style="list-style-type: none"> 5 years of employment = max carryover of 240 hours 6 years of employment = max carryover of 256.8 hours 7 years of employment = max carryover of 273.6 hours 8 years of employment = maxi carryover of 288 hours 9 years of employment = max carryover of 308.8 hours 10 years of employment = max carryover of 321.6 hours 15+ years of employment = max carryover of 402 hours
Tucson	Police Officers	<ul style="list-style-type: none"> 288 hours

OUTSIDE PRIVATE EMPLOYMENT PAY Off-duty work (city sponsored & non-city sponsored) paid via Police Department		
City	Position Type	Description of Current Benefit
Glendale	Police Officers	<ul style="list-style-type: none"> • None
Mesa	Police Officers	<ul style="list-style-type: none"> • None
Phoenix	Police Officers	<ul style="list-style-type: none"> • An officer who works off duty in a police function for a City-sponsored event or project, and is paid through City payroll, will be compensated at time and one-half his regular rate of pay for all time worked.
Scottsdale	Police Officers	<ul style="list-style-type: none"> • All off-duty work is coordinated by the department. Officers must be approved to work off-duty. Contractors are billed by the department and the contractors must write checks payable to the individual officers. The department distributes the checks to the officers. • The off-duty rate for officers is \$42.13/hr. The officer receives the full amount. • Traffic control at select special events is paid by the city as overtime for the officer. The select special events may or may not be city-sponsored events.
Tempe	Police Officers	<ul style="list-style-type: none"> • Off-duty work can either be contracted (officer is paid by vendor) or City off-duty work (vendor pays city and then city pays employee). • City sponsored and non-city sponsored events are paid at the overtime rate and is pensionable.
Tucson	Police Officers	<ul style="list-style-type: none"> • The department manages outside employment. Officers who elect to work off-duty (outside employment) are paid by the City. The department collects the money owed from the outside employer. • City sponsored events are paid at the overtime rate and is pensionable. All other work is not considered overtime and is not pensionable. • The rate of pay for non-city sponsored events is \$40 hour with a 3 hour minimum, officer receives \$34.52 hour. Vendors that provide less than 72 hours notice pay a rate of \$60 hour with a 3 hour minimum, officer receives \$51.78 hour.

RETIREE HEALTH PREMIUMS – CITY SUBSIDY																																																																														
Subsidies above the Public Safety Personnel Retirement System (PSPRS)																																																																														
City	Position Type	Description of Current Benefit																																																																												
Glendale	Police Officers	<ul style="list-style-type: none">An indirect subsidy is provided by blending retirees with active employees which results in lower rates. The indirect subsidy is borne by the city and active employees.																																																																												
Mesa	Police Officers	<ul style="list-style-type: none">No Data Utilize unblended methodFamily Coverage – Choice PPO (other plans also available) <p>Arizona State Retirement System & Public Safety - Both Under 65 years of age</p> <table><thead><tr><th># of yrs of svc*</th><th>% City Contrib</th><th>Total Premium</th><th>ASRS/PS Subsidy</th><th>City Contrib</th><th>Retiree Cost</th></tr></thead><tbody><tr><td>20</td><td>100%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>19</td><td>95%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>18</td><td>90%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>17</td><td>85%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$850.60</td><td>\$167.40</td></tr><tr><td>16</td><td>80%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$794.80</td><td>\$223.20</td></tr><tr><td>15</td><td>75%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$739.00</td><td>\$279.00</td></tr><tr><td>14</td><td>70%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$683.20</td><td>\$334.80</td></tr><tr><td>13</td><td>65%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$627.40</td><td>\$390.60</td></tr><tr><td>12</td><td>60%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$571.60</td><td>\$446.40</td></tr><tr><td>11</td><td>55%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$516.00</td><td>\$502.00</td></tr><tr><td>10</td><td>50%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$460.00</td><td>\$558.00</td></tr></tbody></table>					# of yrs of svc*	% City Contrib	Total Premium	ASRS/PS Subsidy	City Contrib	Retiree Cost	20	100%	\$1,278.00	\$260.00	\$890.00	\$128.00	19	95%	\$1,278.00	\$260.00	\$890.00	\$128.00	18	90%	\$1,278.00	\$260.00	\$890.00	\$128.00	17	85%	\$1,278.00	\$260.00	\$850.60	\$167.40	16	80%	\$1,278.00	\$260.00	\$794.80	\$223.20	15	75%	\$1,278.00	\$260.00	\$739.00	\$279.00	14	70%	\$1,278.00	\$260.00	\$683.20	\$334.80	13	65%	\$1,278.00	\$260.00	\$627.40	\$390.60	12	60%	\$1,278.00	\$260.00	\$571.60	\$446.40	11	55%	\$1,278.00	\$260.00	\$516.00	\$502.00	10	50%	\$1,278.00	\$260.00	\$460.00	\$558.00
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Phoenix	Police Officers	<ul style="list-style-type: none">Less than 5 years of service \$117.005 to 14 years of service \$135.0015 to 24 years of service \$168.0025 or more years of service \$202.00Funded by the Phoenix Police Department																																																																												
Scottsdale	Police Officers	<ul style="list-style-type: none">No subsidy provided.																																																																												
Tempe	Police Officers	<ul style="list-style-type: none">\$379 monthly subsidy for single, \$639 monthly subsidy for dependent, and \$843 monthly subsidy for family coverage funded by the City of Tempe.																																																																												
Tucson	Police Officers	<ul style="list-style-type: none">\$200 monthly subsidy for single until age 65, \$375 monthly subsidy for dependent until age 65, and \$475 monthly subsidy for more than one dependent.																																																																												